

URBAN/MUNICIPAL

CA 40N HBL W26

M32 Dec. 1987

MINUTES OF THE DEVELOPMENT
COMMITTEE
OF THE BOARD OF EDUCATION FOR
THE CITY OF HAMILTON

CA40N HBL W26
M32

Minutes of the

DECEMBER, 1987.

~~CA40N HBL W26~~
~~D21~~
~~1987~~

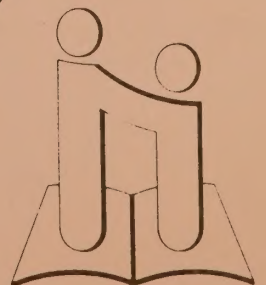
DEVELOPMENT COMMITTEE

URBAN MUNICIPAL

DEC 20 1987

GOVERNMENT DOCUMENTS

THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON



MINUTES OF THE
DEVELOPMENT COMMITTEE
1987 12 03

Present: Margaret Cunningham (Chairman)
Cynthia Allen, Barbara Barker, Dorothy Brown, John and Sue Brown
Absent: ...
Present: ...

I N D E X

DEVELOPMENT COMMITTEE

1987 12 03

GENERAL

BUSINESS ARISING OUT OF THE MINUTES:

PAGE

1. Student Life Coordinator - Referred to Officials for Further Clarification - 1987 11 05 1.

NEW BUSINESS:

1. The Future of Child Care - The Boards of Education Role 8.

Student Life Coordinator
Referred to Officials for
Further Clarification
1987 11 05

Ms. Cunningham remarked that earlier this first meeting
in last month's meeting.

Ms. Cunningham continued to ask about the Student Life Co-
ordinator last month, and he asked that present again.
The Board was to be aware that the last September there is
an age factor that is increasing (the population is
getting older), and to start working some notion of the
classroom is not ideal. Boards must afford to pay
for these activities because it is becoming more expensive
to pay for what is happening in the classroom, and what is
happening in the classroom is why we are here. The Board
must be aware that what the province gives us for
some of funding is distributed, but to be fair, the
province has increased payments to the Board but the Board
has started following its own guidelines, payments from
the Ministry were smaller every year. The Board has got
what Boards are initiating programs that will be paid for by
the taxpayer. There is a budget coming up, and the
provincial figure is decreasing, without any more
activities.

MINUTES OF THE
DEVELOPMENT COMMITTEE

1987 12 03

Present: Margaret Cunningham (Chairman);
Trustees Allen, Barker, Baskin, Kennedy, Vine and Van Horne.

Also

Present: Trustees Clarke, Detwiler, Hicks, McMurrich, Mulholland, Rogers and Webb.

Officials

Present: A. J. Krever (Director of Education and Secretary),
C. McKague (Superintendent of Curriculum and Special Services),
P. Beveridge (Associate Superintendent of Curriculum & Special Services),
P. Shewfelt (Manager, Accounting and Budget),
L. McLachlan (Area Superintendent),
D. Rothwell (Area Superintendent),
F. Kelly (Area Superintendent),
D. Calder (Supervisor, Physical and Health Education).

Moved by Mr. Kennedy:

That the minutes of the last meeting be approved as presented to the members.

CARRIED.

GENERAL

BUSINESS ARISING OUT OF THE MINUTES:

Student Life Coordinator
Referred to Officials for
Further Clarification
1987 11 05

Miss Cunningham remarked this matter was first discussed at last month's meeting.

Mr. Kennedy commented he was opposed to Student Life Coordinators last month, and he opposed this proposal again. The Board has to be aware that for most taxpayers there is an age factor that is increasing [the population is getting older], and to start spending money outside of the classroom is not practical. Boards cannot afford to pay for these activities because it is becoming very expensive to pay for what is happening in the classroom, and what is happening in the classroom is why we are here. The Board complains annually that what the province gives us [in terms of funding] is diminishing, but to be fair, the province has increased payments to the Board but the Board has started increasing its costs; therefore, payments from the Ministry seem smaller every year. The days are gone when Boards can initiate programs that will be paid for by the taxpayer. There is a budget coming up, and the preliminary figure is devastating, without any more additions.

Moved by Mrs. Van Horne:

a) That for the 1988-89 school year, a full time Student Life Coordinator be hired on a ten month contract and be assigned half time to a composite school and half time to its feeder middle schools.

b) That the evaluation of the program be undertaken during the initial year with a follow-up report to the Board, no later than May, 1989.

Mrs. Van Horne acknowledged she opposed this proposal last month, mainly because she did not have an understanding of it in relation to what was presented. She now has a little better understanding of it, and has, in the past, advocated the use of different types of people in our schools when appropriate; for example, social workers. This proposal would remove work from the teacher and allow the teacher time to work on curriculum or be involved in the coaching and supervising of activities rather than in the organizational and paperwork level. The Student Life Coordinator would be used half time at the elementary level (feeder schools), and Mrs. Van Horne was pleased to see this recognition in view of the great number of extra-curricular activities that go on in schools. This is a pilot project, and it is expected that it will be evaluated fairly and honestly during the year, with a report brought back to committee a year from now.

Mr. McKague explained middle schools were added to the proposal because we have had, through the Waterloo coop program, experience with secondary schools relative to this. It was felt another dimension needed to be added in order to see what effect it has on the program in the middle school.

In Appendix A, under "DESIRABLE", (page 3 of the numbered agenda), Mrs. Van Horne suggested number 1 also include experience with pre-teens.

Mrs. Vine commented she supported the proposal for all the reasons Mr. Kennedy did not. It is true the Board's costs are astronomical, but the largest costs are for the staff [salaries]. There are a lot of activities going on in education besides what goes on in the classroom, and they need to be coordinated. Mrs. Vine would like the best program for her money. There are psychologists to do testing and social workers to do social work so there should be Student Life Coordinators to coordinate these activities. Mrs. Vine does not worry as much as some other Trustees about whether the province is paying for something, and then say it is okay because it does not make much difference - it still comes out of the taxpayers' pockets. Mrs. Vine would like the best use made of the money.

Mr. Hicks stated education happens in the classroom and outside the classroom, and he referred to page 1 of the numbered agenda showing the number of activities in which the Student Life Coordinator would be involved. In the last four to five months, boards of education have been in competition in "selling" public school education, and this is one avenue into which the Board has to put more money. This pilot project has very little cost, and with the increasing number of extracurricular and cocurricular activities, Mr. Hicks urged the members to support it. If we can give other educational institutions the opportunity to have their students involved in our programs in the total educational spectrum, then we should do it. It will increase our service to our students and give field placement students the opportunity to find out about our system and to get real educational experience in our schools. It will be a situation of mutual benefit.

With the most recent field placement, Miss Calder advised the Trustees the program worked out very well as a service component. The student had skills required for a secondary school, and the only difficulty was the number of hours and the frame within which those hours occurred.

Mr. Hicks asked how will the evaluation process happen. Would it be a dual evaluation between the middle schools and the secondary school?

Mr. McKague replied wherever the student is placed, it would be expected the Superintendent of Schools and Area Supervisor would be involved in the evaluation in terms of setting up the instrument, along with Owen Jackson, to look at objectives and follow up. The evaluation would be based on the objectives.

Mr. Hicks understood funding is available for students on work terms or field placements from Waterloo, and that that would continue under this proposal.

Mr. McKague replied this would be a budget item because it is a pilot project.

Referring back to the concerns about the taxpayers, Mr. Hicks stated when you look at the annual cost of \$16,000, you would probably subtract some funds if you are not going to hire a co-op student so the cost probably would not be \$16,000. It is just an increase of funds if we engage a part time student from Waterloo.

Mr. McKague replied that is correct.

Mr. Kennedy felt it is unfair to compare the need for social workers in the school to the Student Life Coordinators. As far as evaluation is concerned, he wondered how

realistic it would be to think a negative report might come back recommending that the Board not continue the program. That never seems to happen; when a pilot program is established, it is here to stay.

In response to Mr. Allen's question to whom would the Student Life Coordinator report, Mr. McKague explained the Student Life Coordinator would report to administration in the school. It would be up to the Superintendent of Schools in the area to determine who is the ultimate authority; i.e. the Principal of a secondary school or the Principal of a middle school. It would be a team approach.

Mr. Allen stated a unique bond occurs between the teacher in charge and the students involved in these kinds of activities, and that bond is extremely important. He wondered if the role of the Student Life Coordinator would impact on that type of uniqueness.

Mr. McKague saw a team approach between the teacher and the Student Life Coordinator in some of the functions, but with very heavy involvement of staff in the school in the actual functions, although not in the organization of the functions.

Mr. Allen was rather concerned about the money, although he agreed it is not a large sum. The first time he read the proposal, he kept wondering why it was needed. The role is performed adequately and well by the teachers. Now, Mr. Allen is still not convinced this proposal will enhance an already positive structure. Will it be any better than it is now? Mr. Allen said that has yet to be proven.

Miss Detwiler understood there would be a number of feeder schools with one secondary school. She asked how will the Student Life Coordinator be assigned.

Mr. McKague acknowledged it is spreading a resource thinly. He outlined the following example: Westdale (the secondary school) has two feeder schools, Ryerson and Dalewood. The Student Life Coordinator would be shared among the three schools - half time at Westdale and the other two quarters at Ryerson and Dalewood.

Referring to pages 3 and 4 of the numbered agenda, Mrs. Baskin stated she does not consider this a job description. She asked for a list of the requirements.

Mr. McKague indicated the requirements refer to competencies.

Mrs. Baskin asked if the Student Life Coordinator will be

a secondary school graduate.

Mr. McKague referred the members to item 6 under ESSENTIALS on page 3 of the numbered agenda. If there is no person who meets the essentials under item 6, then we would look at a person who is a university graduate with a heavy background at the university level in appropriate recreation courses.

Mrs. Baskin commented it would be a community college graduate. She felt the salary is unrealistic, and she wondered how it was determined.

Mr. Shewfelt replied a survey was conducted with Waterloo University and Mohawk College in order to explore the costs. The 1987 average salary for a Mohawk College graduate is \$17,300. The salary range is between \$14,000 and \$25,000.

Mrs. Baskin commented a ten month position is unfair. As soon as it is expanded to all the schools, it will have to be ten months for everyone. She asked who supervises the students who come from Mohawk College and Waterloo University.

Miss Calder indicated she initiates in-service with them and then a planning meeting is arranged with the people in the school in order to outline the expectations. Once they are in the schools, the Principal outlines the ground rules, and they are evaluated by the people with whom they directly work; for example, the physical education teachers or the guidance head. During the placement (usually four months), they also link up with Ms. Calder's department and get direction from there as well.

Mrs. Baskin asked if the Student Life Coordinator would be put in the position of evaluating students, and Miss Calder assured her the Coordinator would not.

Mrs. Baskin stated there is one secondary school and two feeder schools and one Student Life Coordinator (at \$16,000), which means the person will have three sets of bosses from one school to another. That bothered Mrs. Baskin a great deal. She supports putting specific people in schools to do specific jobs, but there is always a trade off in terms of what is needed and what is wanted. She asked how many guidance counsellors are in middle schools at the present time.

Mr. McKague believed almost half the middle schools now have guidance counsellors on a full time basis.

Mrs. Baskin stated that is a program that has not been completed, and felt it is a program that has a higher

priority than Student Life Coordinators. Mrs. Baskin was not saying the Student Life Coordinator is not a needed program, but this year the Board's preliminary budget is ten per cent higher than last year. At this time, the Trustees have to set priorities in the way in which people are going to be hired. It still has to be known what the cost will be for the reorganization and what is happening in our schools in terms of the appeal [referring to the Goudge decision to transfer the use of Sir Winston Churchill Secondary School and Southmount to the Separate School Board]. Mrs. Baskin could not support new initiatives that this Board has to pay for at this time. In addition, she did not want teachers to get the idea they are no longer responsible for extracurricular activities.

Referring back to field placements and the coordinated effort between the Physical and Health Education Department and the school where the field placement is occurring, Mr. Mulholland enquired if it is possible that a particular teacher could veto it.

Miss Calder replied that has not happened. The plan has been in the past, (and will be improved upon in the future), that a school that is interested in the use of a field placement student drafts a proposal outlining the ways in which they would use the services of the field placement student.

Mrs. Vine recalled when social workers and guidance counsellors were being discussed by the Board, the decisions that were made were not easy ones. Extracurricular activities and functions could stand some coordination. The fact that the Student Life Coordinator would be shared between a secondary school and its feeder schools, in Mrs. Vine's opinion, should be enough to sell the program, if nothing else. Mrs. Vine would like to see this go in. She would like to look at schools as training grounds for life. It is true there are teachers involved in these types of activities, but not all teachers are involved. We should pay teachers to teach and coordinators to coordinate.

Mrs. Clarke understood if the recommendation is approved, it would go to Budget Review for deliberation, and at that time it will be placed in with everything else.

Mrs. Van Horne stated everything approved at this committee is part of the Budget for the Trustees to deliberate, and she did not think this would be any different.

Mrs. Baskin asked if the new salaries will be grouped together with all academic salaries or will they be shown separately when they go to Budget Review.

Miss Cunningham replied it will be a separate item with all new initiatives.

Mr. Krever stated if the committee wishes it to be shown separately, it will be shown separately.

Mrs. Baskin requested that all new positions created in 1988 be listed as a separate item.

Mr. McMurrich understood "add-ons" would come much the same way they did last year so that the Trustees can see what has been done during the year.

Mr. Krever agreed, the intention is to bring all new initiatives on a separate page to allow the Trustees to look at them. The Student Life Coordinator would come forward as a new initiative.

Mr. McMurrich concluded it would be included as part of the total budget, but isolated, and Mr. Krever indicated that is correct.

Mr. Hicks recalled when the LRT situation got to the Board, it was approved and did not go to Budget Review. The Trustees passed it immediately, so not all new positions go to Budget Review for debate, as was previously stated.

Mr. Krever explained if the commencement date is prior to Budget Review, then it does not go to Budget Review [if it is approved, action is taken immediately]. In the case of the LRTs, there was a commencement date prior to Budget Review, therefore, it was started.

Mr. Hicks asked how existing positions that are reclassified will be handled; for example, the Superintendents of School would be equivalent to the present Area Superintendents. Are the Superintendents of School classified as new positions?

Mr. Krever explained, at Budget Review, the Trustees are provided with a set of material that shows changes and staffing redeployment, so that would be an extension of this procedure.

Mr. Hicks commented that is an important factor.

Returning to the topic of Student Life Coordinators, Mr. Allen indicated he could see no significant enhancement to the students in the schools; therefore, he would be opposed to this proposal.

Mr. Krever explained the reason for bringing the proposal forward is that it was felt it will be an enhancement. At the present time, the teachers are doing tasks that are

non-teaching and time spent on that will be spent on coaching and providing activities in the arts, etc.

The question was called on the motion and it was LOST.

NEW BUSINESS:

The Future of Child Care
The Boards of Education
Role

Mr. McKague indicated three staff members were invited to the meeting as resource people: Barbara Howard (Supervisor, Primary/Junior Education), Judy Binns (Family Studies Supervisor) and Beth Jazvac (Learning Resource Teacher, Westmount Secondary School).

Mr. McKague explained the report was brought forward with no recommendations. It identifies a set of issues related to child care, and in order to provide background in each issue, on subsequent pages of the report, different sources are quoted on the various issues.

Mrs. Vine stated in all of the things said in terms of day care, it is always in terms of the working parent(s). There are some people who choose to stay at home with the children. It is a choice and it does mean sacrifice. None of the discussion about day care talks about any help for this type of person. It would make things much easier if there was a centralized way to assist in this kind of situation.

Canon Rogers commented the Federal Government recently published a paper entitled "Day Care - The Role of Employers" which suggests some responsibility for that service, and that is one of the new exciting things that can happen in day care. There is a growing feeling for supplying a day care facility in the area where the person works. There is a mood of change in all of this.

Mrs. Vine agreed there is a great deal of material coming out on day care in the work place, but earlier, she was referring to families where the father is the salary earner, and he earns a decent salary, and the mother chooses not to work. In those cases the mother needs some relief.

Canon Rogers felt some of the problems have been solved through the cooperative movement where parents get together.

Mrs. Vine did not think one segment of our society should be ignored because and the families she referred to are also part of this system.

Mrs. Van Horne was pleased to see this item on the agenda because it is the kind of thing that should come to this committee so that it (the committee) can be proactive

rather than reactive. She liked some of the questions on the first page of the report because they stimulated thought, and she wondered if one of the resource guests could outline some of the things that have been happening in day care in Hamilton.

Mrs. Binns then described for the members the coop pre-school nursery programs at Westdale and Delta. She also described the infant/toddler programs at Agnes Macphail, the YWCA first base program and the newest program at Hill Park Secondary School.

Mrs. Van Horne stated when Bill 82 came along it did not shock this Board because we had been working in that direction for many years, although we did have to up-grade. She felt a little the same way about this - somewhere down the line boards of education will be mandated to do this, and Mrs. Van Horne hoped the Hamilton Board will be prepared. The Board will have to answer the questions posed in the report.

Ms. Jazvac noted when she started to look into this, she found that papers had been written and models for child care were studied by staff as far back as 1981.

Mrs. Van Horne was pleased to hear that, and clarified she did not mean to imply by her previous statement that the staff was not prepared.

Mr. McKague informed the members that since the fall, staff has been meeting in an informal way to examine ways and means relative to child care. At the present time, it is one small committee of staff.

Mrs. Baskin commended Mr. McKague on the report. Hamilton has been a leader in child care. One of the first child care centres in the province was started in Hamilton. It is a good report and there are several initiatives the Board can take. Mrs. Baskin advised that ALSBO is running a workshop on day care on February 19th and 20th at the Plaza II Hotel in Toronto. Mrs. Baskin thought it might be worthwhile if Mr. McKague's staff committee attended the workshop. Until there is money allocated for day care, Mrs. Baskin would not welcome initiatives that would cost this Board money, but we can support other initiatives, such as the YWCA. There are a number of concerns, including 1) the dire shortage of day care spaces 2) transportation (for children attending junior kindergarten in the morning and day care in the afternoon) and 3) latch-key children. The Board can work with groups such as the Association for Early Childhood Education. Initiatives can be taken by this Board on a voluntary basis, but it should be done through ALSBO if it becomes a school board wide movement. Mrs. Baskin thought it might

be a good idea to send the report prepared by Mr. McKague to ALSBO, and some people (on the staff committee) might want to help with the workshop.

Mr. Allen advised the members the Hamilton Public Library Board recently passed a resolution to examine a work place day care project at the Hamilton Public Library. Mr. Allen thought that might be another resource.

Mr. Krever indicated a document entitled New Directions For Child Care from COMSOC (Ministry of Community and Social Services) was given to Directors of Education by the Ministry of Education. The intention of the Ministry of Education is to make all Directors aware of this initiative. The Ministry is advocating that boards become involved in day care in cooperation with other agencies. The Hamilton Board should be looking at this and considering some type of direction. Mr. Krever suggested that Mr. McKague and his staff bring in a report in the not-too-distant-future on initiatives taken by other boards, and include perspectives from ALSBO. He emphasized it is not the job of boards of education to provide staff for the day care, but they can identify needs, provide space and work co-operatively.

Mrs. Baskin requested a report back after the ALSBO workshop, perhaps at the March meeting.

When Miss Detwiler visited the Hill Park Lambs Children's Centre, she was astounded to learn about the high cost of day care to the parents for a week or a month. She wondered how would federal or provincial funding affect that type of set up.

Ms. Jazvac replied there is funding from COMSOC depending upon the situation of the parent who needs the day care. Sometimes a full subsidy is provided. There are specific recommend-ations on the need income for the family. Income up to \$900, one can still qualify. Depending upon the set up of the day care, the funding varies.

Concerning page 17 of the numbered agenda and the Niagara South Board of Education model, Mr. Mulholland cautioned the members. He agreed with a coop situation whereby experts in the community run the day care in board-provided facilities. Mr. Mulholland advocated that sort of arrangement. With all due respect to our staff, he felt the day care should be run by the experts in the field, and should be approached with total openness with what we are trying to achieve. Mr. Mulholland understood there is a staff representative who supervises, which he was not opposed to, but the school board does not know everything about day care. He hoped properly trained experts will be brought on board for this major service,

and that funding would be available for non-profit day care in order to keep the costs down. Mr. Mulholland stressed that the Board should feed upon the expertise in the Early Childhood Education profession within our community and work cooperatively.

Mr. Mulholland asked if the letter from the Association for Early Childhood Education would be answered, and Mr. McKague indicated it would be.

Mr. McKague saw the letter as a hand of friendship and he assured the members it will be acknowledged. He clarified the opportunity to work cooperatively with experts in the community will serve to enrich the educational system. This is a sensitive issue, and he requested direction from the Trustees before expectations are raised in the community. If direction is given, Mr. McKague will begin working with the community almost immediately.

Mr. Krever hoped the Officials would come back with a report after the ALSBO workshop, and then the Trustees can make a decision and give direction. Mr. Krever was reluctant to go to the community and involve them until the Board has the whole picture. Once we have the authorization, the community will be involved. It will be Early Childhood Education professionals not teachers involved in the program.

Mr. Mulholland stated we have already involved the community, and he felt everyone should have an equal footing. Mr. Mulholland felt the community should be involved on the writing team.

Mrs. Baskin stressed that the Board has nothing to do with the day care centres. It is run by a cooperative.

Mr. McKague's understanding is that the early children programs are run by a board of directors.

Mrs. Baskin reiterated the Board has nothing to do with running them.

Mr. Krever clarified the cooperative is run by a board of directors, and there may be a staff person on the board.

Mr. Kennedy realized it is almost a reality [boards of education being involved in day care]. Boards of education will be encouraged to be involved with the community, but it will be predominantly in the provision of space. Day care will cost a great deal of money and he hoped people would not expect boards of education to foot the bill.

Mrs. Clarke said there is an ALSBO task force in Toronto

working on this. There is a push from the government to work together, and Mrs. Clarke stressed we must be prepared for that thrust. She hoped that staff, and perhaps a working committee of staff and Trustees would come back to this committee and bring ideas and suggestions, and at that time, perhaps a little more will be known about the funding.

Canon Rogers supported an earlier suggestion that Mr. McKague be in touch with other boards of education to see what they are involved in, such as with the Niagara South Board. Some of the arguments about education and day care are similar to the ones from the distant past when the trainable retarded schools were under COMSOC. There was support from people in various areas where they wanted to establish such a school and other people said it was not part of education. Canon Rogers believed day care should become what we want it to be and that the community will be an ally and partner with the Board of Education. He suspected it will come under the Ministry of Education rather than COMSOC. The situation for many day care centres is not as excellent as we would like to think. People who work in day care are mostly women and have been there for years at very low pay. Many of the people involved in day care centres are not qualified professional people, although they are very dedicated. There is a serious lack of day care that comes from a lack of funding. We must realize if we are going to have day care, we will have to put up the bucks. At the present time, the quality is not there because of the few resources, not because of the people. The only way to improve the situation is with close cooperation between the Board, COMSOC and day care centres. Canon Rogers indicated that he liked what is happening in Niagara South.

Canon Rogers wanted the Officials to investigate this further and suggest ways in which pre-school children in this region can be served. There will have to be a lot of money spent on day care before we can feel good about what is happening to employees of day care and the presence of quality in some of the centres. We have to look at how it can be improved.

When Mrs. Baskin indicated some concern with a few points mentioned in the CEC letter, she indicated the letter should not be answered until the Board has input.

Mr. McKague assured the members he will acknowledge receipt of the letter and indicate that issues have been raised and that the Board will take the points in the letter under consideration.

Mr. McMurrich suggested the Board move in the direction of

determining what the Board's role will be, and in the short term, receive a report from the Officials about what other boards are doing. He indicated he would look forward to a report of that nature.

Moved by Mr. Allen:

That a report be prepared by staff regarding partners in child care and education that reviews and examines programs existing within other educational boards, associations and agencies.

Mrs. Baskin felt the motion should indicate that the report be made in March.

Mr. Allen suggested Mrs. Baskin make the motion, and then WITHDREW his motion.

Moved by Mrs. Baskin:

That the Officials prepare a report on Child Care and present it to the March meeting of the Development Committee.

CARRIED.

Prior to adjournment, Mrs. Baskin requested that three items be referred to the Chairmen's meeting for consideration for future Development Committee agenda items. The issues stemmed from letters received by Mrs. Baskin.

Miss Cunningham indicated the matters would be considered by the Chairmen's Committee, and she welcomed suggestions from any Trustee as to future agenda items.

The meeting then adjourned,

READ AND CONFIRMED,

.....
Chairman.



MS28C
Hindal

HAMILTON PUBLIC LIBRARY



3 2022 21335908 2

Hilborn